

Code of conduct: Exploring the Hot and Energetic Universe: the 3rd scientific conference dedicated to the *Athena* X-ray observatory

The organizers of this conference are committed to making this meeting productive and enjoyable for everyone involved, regardless of age, physical appearance disability, ethnicity, gender, marital status, nationality, political affiliation, pregnancy, race, religion, or sexual orientation.

Participants are expected to adhere to the following guidelines at all times:

- **Behave professionally.** Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate at any time (including lunches and social events). Harassment includes verbal or physical abuse, offensive comments, sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent.
- **Be respectful.** We endeavour to provide a safe, comfortable and professional work environment. Participants should be courteous with the opinions of others and be mindful not to exclude anyone from discussions or work-related activities. In particular, participants should avoid making derogatory comments or jokes that may be damaging to the career prospects of others. All communication should be appropriate for a professional audience including people of many different backgrounds. Racist, sexual or sexist language and/or imagery is not appropriate.

Participants asked to stop any inappropriate behaviour are expected to comply immediately.

Attendees violating these rules may be asked to leave the meeting at the sole discretion of the organizers.

Purple contacts (attending the Scientific Meeting and recognizable thanks to their badges).

Any participant who wishes to report a violation of this policy is asked to speak, in the conference, with:

- Celsa Pardo Araujo (pardo..at..ice.csic.es)
- Emilie Parent (parent..at..ice.csic.es)
- Silvia Martínez Núñez (silvia.martinez.nunez ..at.. [gmail.com](mailto:silvia.martinez.nunez@gmail.com))

The above code of conduct is based on the “London Code of Conduct”, as originally designed for the conference “Accurate Astrophysics. Correct Cosmology”, held in London in July 2015. The London Code was adapted with permission by Andrew Pontzen and Hiranya Peiris from a document by Software Carpentry, which itself derives from original Creative Commons documents by PyCon and Geek Feminism. It is released under a CC-Zero licence for reuse.